

SUPERINTENDENT'S REPORT FOR February 2023



FSD3- A Premier District of Choice



Ensuring Our Students Are College or Career Ready, Productive and Responsible members of society.



LEGISLATIVE UPDATES

Lawmakers will have \$764 million in additional new recurring revenue for the fiscal year 2024 budget process and forecasted surpluses totaling \$2.7 billion, for a total of \$3.5 billion in additional revenue available to appropriate.

For K12 education, the governor recommends:

- \$254 million to increase every step in the state minimum teacher salary schedule by \$2,500. This would bring the new minimum teacher salary to \$42,500.
- \$132.5 million to provide every eligible teacher with a \$2,500 retention supplement, half in May and the other half in December.
- \$27.3 million to place an armed, certified school resource officer (SRO) in 188 schools currently without an assigned SRO.
- \$25 million in lottery funding for the creation of education scholarship for School Choice.

State Designations Based on Report Cards

The SDE has identified three classifications with different levels of supports tied to severity or duration of the identification with the school report card that came out in October.

- **Low Performing School:** A school eligible for Title 1 funds performing in the bottom 5% of Title 1 schools in the state.
- **Low Graduation Rate School:** Any Public High School in the state that fails to graduate 2/3 of the students.
- **Low Performing Subgroup:** A subgroup that would meet the criteria for Low Performing School
- **Consistently Underperforming Subgroup:** A subgroup that has been designated as underperforming using state criteria.
- **Underperforming Subgroup:** Federally required that state develop requirements.

Federal Designations Based on Report Cards

Federal Designations based on School Report Cards:

- Comprehensive Support and Improvement
- Additional Targeted Support and Improvement
- Targeted Support and Improvement

***School Districts with schools that have consistently underperforming subgroups will receive support.**

Schools CSI, Priority, ATSI, and/or TSI. The amount of support depends on the designations.

FSD3 Designations Based on Report Cards

Comprehensive Support and Improvement(CSI) – 2nd Cycle

Ronald E McNair (All Sub-groups)

Priority Schools

J. Paul Truluck Creative Arts And Science Magnet School (All Sub-groups)

Lake City High School (All Sub-groups)

Additional Targeted Support and Improvement (ATSI)

Main Street Elementary School (Disabled Sub-group)

Olanta Creative Arts And Science Magnet School (Disabled Sub-group)

Scranton Elementary Steam Academy (Disabled Sub-group)

Salary Study Updates



- Florence School District 3 salary study is officially on the way.
- The Study is designed to help us ensure position classifications reflect its duties and responsibilities and that the salary ranges are internally equitable and competitive.

The process will include four phases:

- 1) Employee Outreach: Employees will have the opportunity to complete a survey and attend focus groups to provide feedback on current pay and classification practices. This process will occur in person and virtually starting Tuesday, February 28 through Wednesday, March 1.
- 2) Administer an online Job Assessment Tool (JAT) to allow each employee to describe the type of work done within their current job title /position.
- 3) Market Survey: Will conduct a salary survey of employers in the local and regional employment markets where we compete for high-quality staff.
- 4) Recommendations: Once the company completes job assessments, salary, and benefits surveys, Evergreen will provide a suggested salary plan and supporting recommendations to assist us in achieving an internally equitable and externally competitive compensation system.

****Note: The process does not promise any salary increases; however, this process will not reduce any salaries.**

Timeline

Evergreen possesses the ability, staff, skills, and tools to conduct the Job Description Review and Salary Study for the Florence County School District Three in 3.5 months of the project start date and following the signing of the contract. This is based on a tentative start date of January 17, 2023, and a completion date of April 30, 2023, as shown in **Exhibit 1**.

Exhibit 1 Proposed Timeline

PROJECT TASKS	2023			
	JAN	FEB	MAR	APR
1.0: Project Initiation	█			
2.0: Evaluate the Current System		█		
3.0: Collect and Review Current Environment Data		█		
4.0: Evaluate and Build Projected Classification Plan		█		
5.0: Identify List of Market Survey Benchmarks and Approved List of Targets		█		
6.0: Conduct Market Salary Survey and Provide External Assessment Summary			█	
7.0: Develop Strategic Positioning Recommendations				█
8.0: Conduct Solution Analysis				█
9.0: Develop and Submit Draft and Final Reports				█
10.0: Develop Recommendations for Compensation Administration				█
11.0: Provide Revised Class Descriptions and FLSA Determinations				█



Boys Basketball Team and Coaches for taking FSD3 to the Playoffs!

Head Coach – Mr. Stan Adams





BOARD OF TRUSTEES POLICY REVIEW COMMITTEES SY 2022-2023

1. **School District Organization (A)/General School Administration (C)**
DO: Superintendent, Angelia Scott
BOT: Jac'Kel Brown, Barbara Bryant, Rebecca Yates
FD3: Brian Huckabee, Valerie Mouzon
2. **School Board Operations (B)**
DO: Superintendent, Brian Huckabee
BOT: Barbara Bryant, Rebecca Yates, Rutha Frieson
FD3: Kasey Feagin, Amishacoe Graham, Ned Blake
3. **Fiscal Management (D)**
DO: Hope Gibson, Superintendent
BOT: Julia Mims, Rutha Frieson, Barbara Bryant
FD3: Hope Gibson, Cathy Ackerman, Stacy Steele, Donna Dubose, Angelia Scott
4. **Business Management (E)/Facility Expansion Program (F)**
DO: Brian Huckabee, Dr. Laura Hickson
BOT: Jason Kirby, Rutha Frieson
FD3: Valerie Mouzon, Hope Gibson, Mitch Driggers, Kasey Feagin
5. **Personnel (G)/Negotiations (H)**
DO: Angelia Scott, Superintendent
BOT: Mattie Thomas, Paula Morris, Gloria Robinson, Rutha Frieson
FD3: Esther Ward, Katrina Mungo, Cathy Ackerman
6. **Instruction (I)**
DO: Mary Howard, Ned Blake,
BOT: Jason Kirby, Julia Mims, Rutha Frieson
FD3: Amishacoe Graham, Angelia Scott, All Principals
7. **Students (J)/ Education Agency Relations (M)**
DO: Kasey Feagin, Ned Blake
BOT: Gloria Robinson, Jac'Kel Brown, Paula Morris
FD3: Amishacoe Graham, Yvonne Commodore, Leon Burgess, All Principals with Policy J
8. **Public Relations (K)/Organizational Relations (L)**
DO: Brian Huckabee, Angelia Scott
BOT: Julia Mims, Mattie Thomas, Barbara Bryant
FD3: Mitch Driggers, Hope Gibson, Leon Burgess, Amishacoe Graham,
Abra Bolling

Regular Board Meeting: Thursday, April 6, 2023

All committee chairs should contact members on your committee to set up a time to meet and review assigned policies. Committee chairs, please be ready to present any policies to be revised, deleted and/or new policies added at the April 6th board meeting.

If your name is underlined, you are the chair for that particular group of policies.

Communications to the BOARD!

Goal: Keep you Informed and Involved.

Effective (Make sure you are receiving updates)

Accurate

Timely (Social Media)



Parents and Students are receiving Important Notices this month!



FSD3 will offer a variety of Enrichment Camps this summer designed to accelerate students' learning.

- FSD3 will not offer summer school for promotion in grades K-8 this year.
- There are so critical skills students must master, and summer school does not provide enough time to reteach all the essential skills students need to be successful in college or careers.
- Students must master specific content skills before moving on to the next course so that they do not continue to struggle through the next grade.
- Summer Camps will provide opportunities to accelerate students' learning by providing hands-on experiences designed to build retention.
- Parents are now encouraged to contact their child's principal to discuss their child's progress.

FSD3 IS COMMITMENT TO CREATING EXCELLENCE !

Our Mission is to Ensure Our Students are College or Career Ready,
Productive and Responsible Members of Society

